SAMPLE BENCHMARK REPORT

CAREER INTENTIONS MODULE

PEOPLE MATTER SURVEY 2016

ORGANISATION

VPSC
Victorian Public Sector Commission

VICTORIA State Government

Introduction

This report provides comparative survey data for **career intentions** survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.

2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

Important information

• Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.

• All percentages are of all respondents, unless stated otherwise.

• The percentage agreement calculation is now:
Agreement % = Respondents that agree or strongly agree # / All respondents #

• All percentages have been rounded to whole numbers.

• The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.

• To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact people.matter@vpsc.vic.gov.au for further information or to provide feedback.

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Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 2
Organisation 3
Organisation 4
Organisation 5
Organisation 6
Organisation 7

The composition of your comparator group may change from year to year, due to survey participation.

Response rate

Your results reflect the views and experiences of x of the employees invited to participate (a x% response rate).

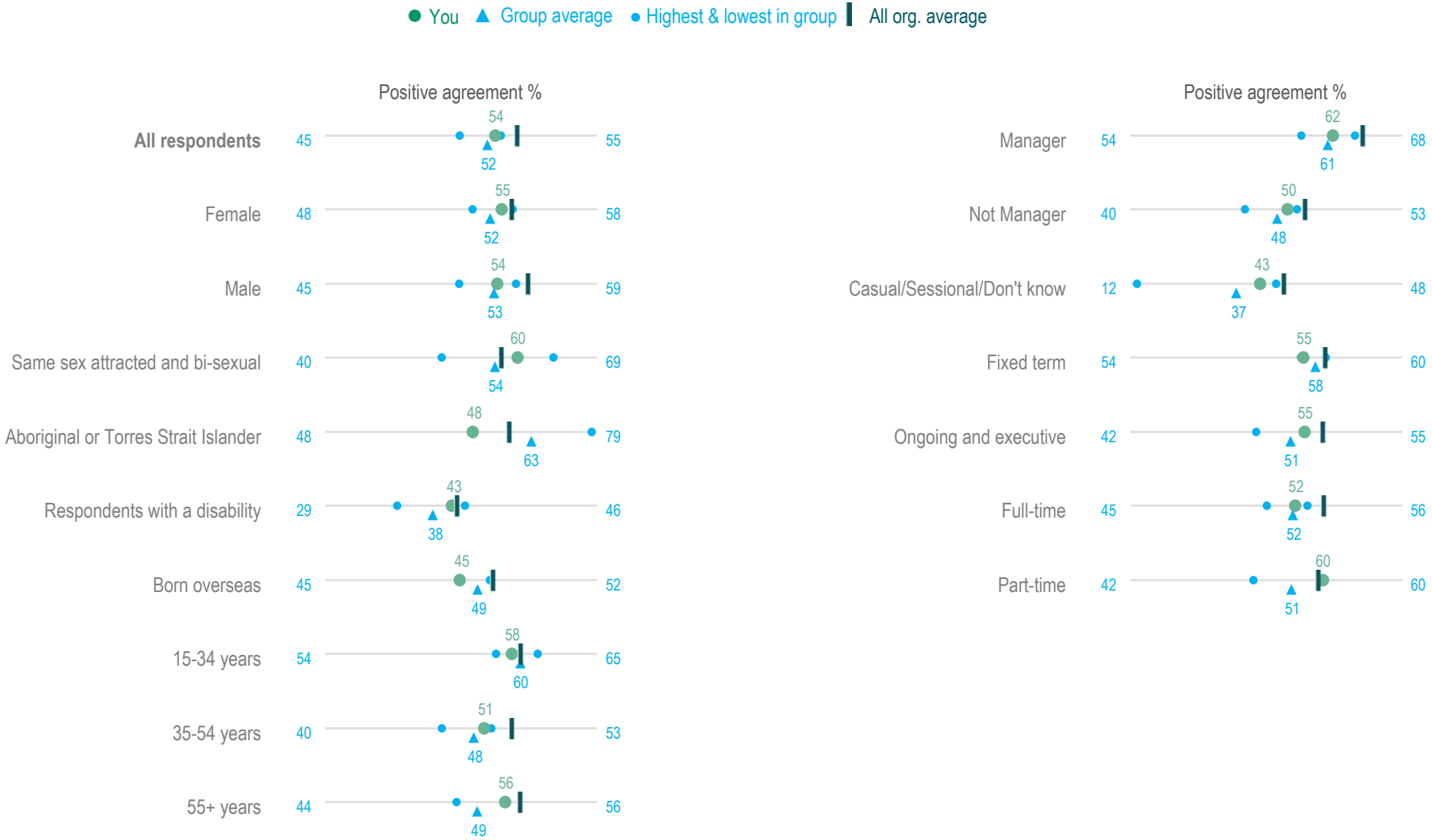
The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

Career expectations and support

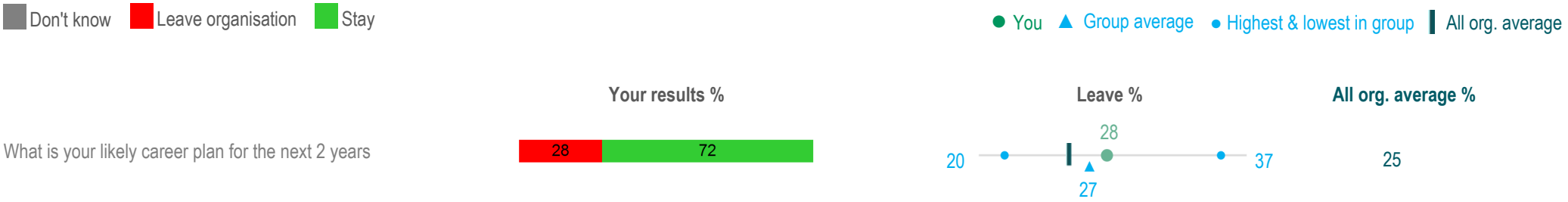
	Your results %	Positive agreement %	All org. average %
Career expectations			
To date, my career progression within my organisation has met my expectations	5 18 23 41 12	45 54 52 55	60
The best way for me to develop professionally is to stay at my organisation	10 21 39 22 8	23 30 31 37	33
Support			
I have the opportunity to progress my career goals within my organisation	6 18 26 38 12	41 50 49 53	50
There are adequate opportunities for me to develop skills and experience in my current job	6 20 21 40 13	42 53 54 59	60
I have the opportunity to develop my skills and experience in the workplace without leaving my organisation	6 17 24 40 13	44 53 54 61	56
There are tools available that support my career development at my organisation	6 18 30 38 9	41 46 53 61	53

Career expectation met by demographic group

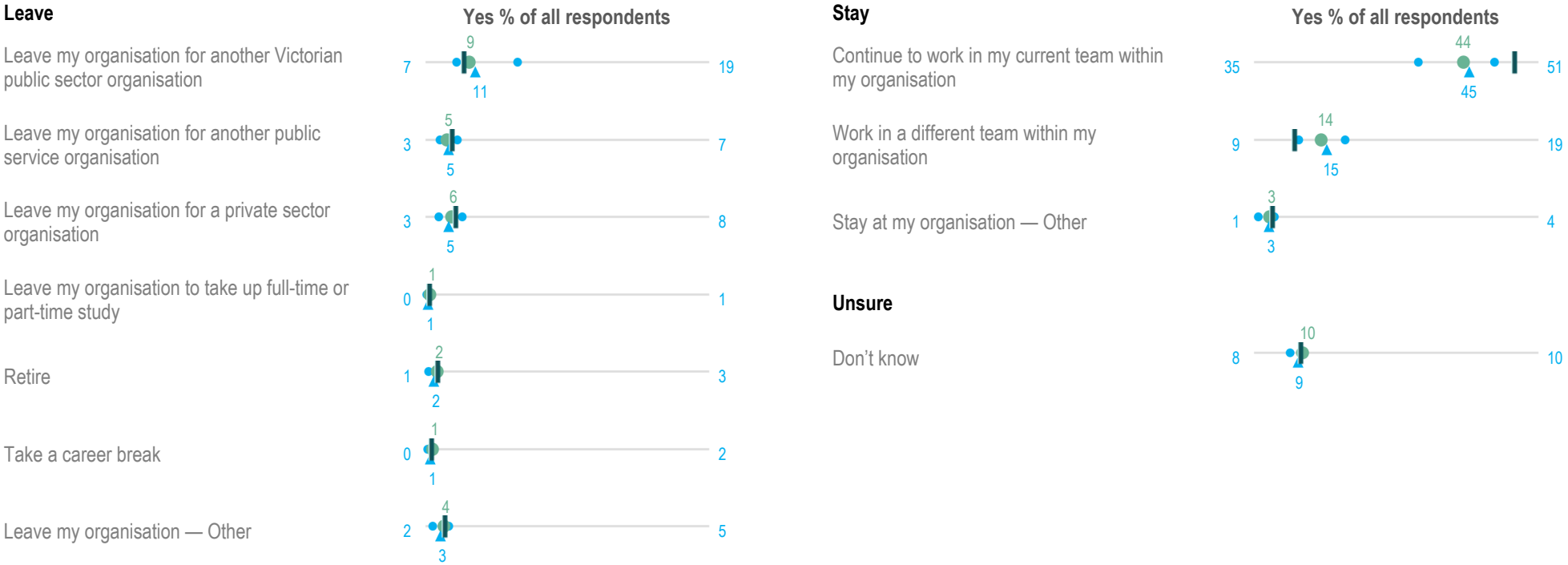
To date, my career progression within my organisation has met my expectations



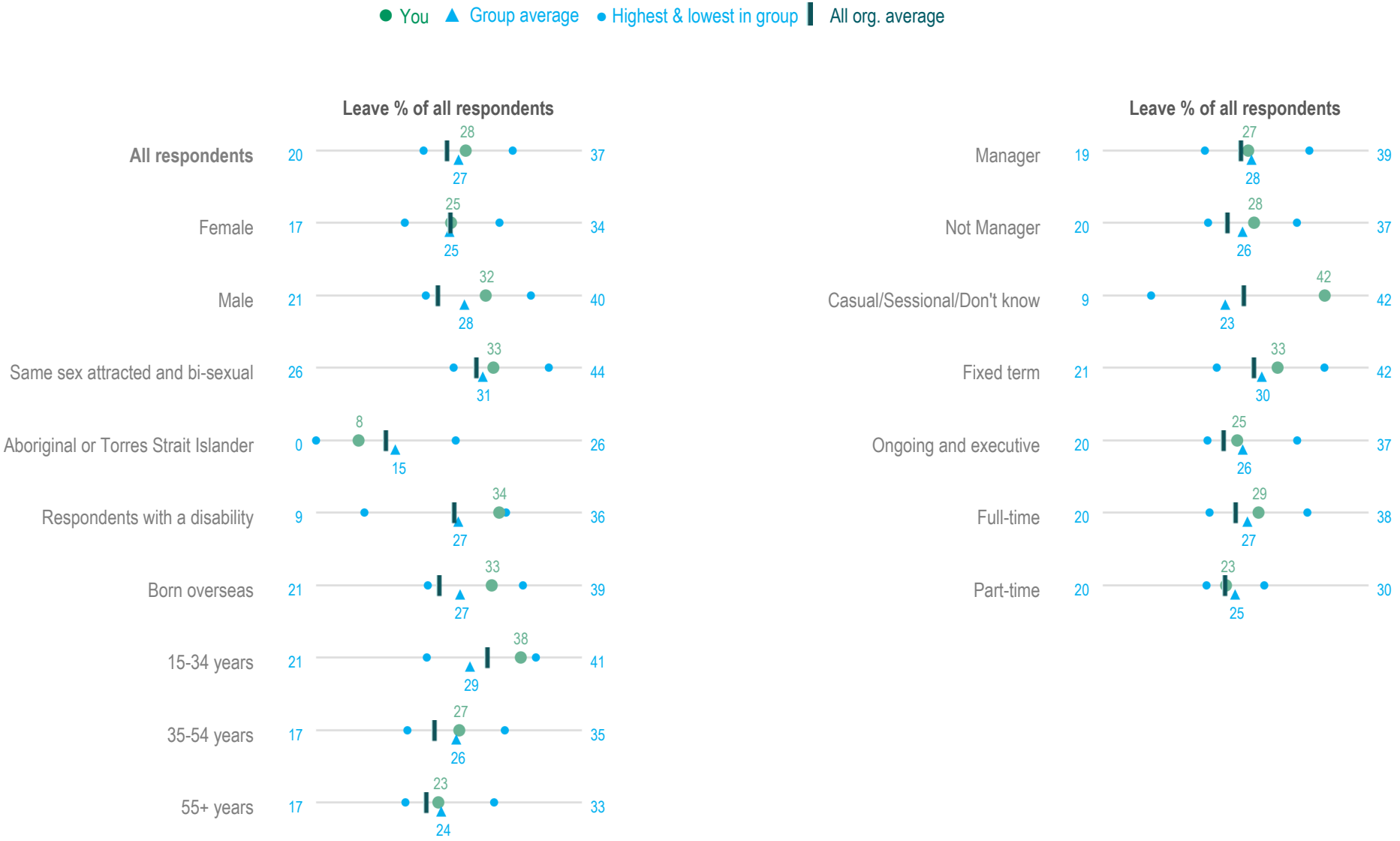
Intention to stay or leave

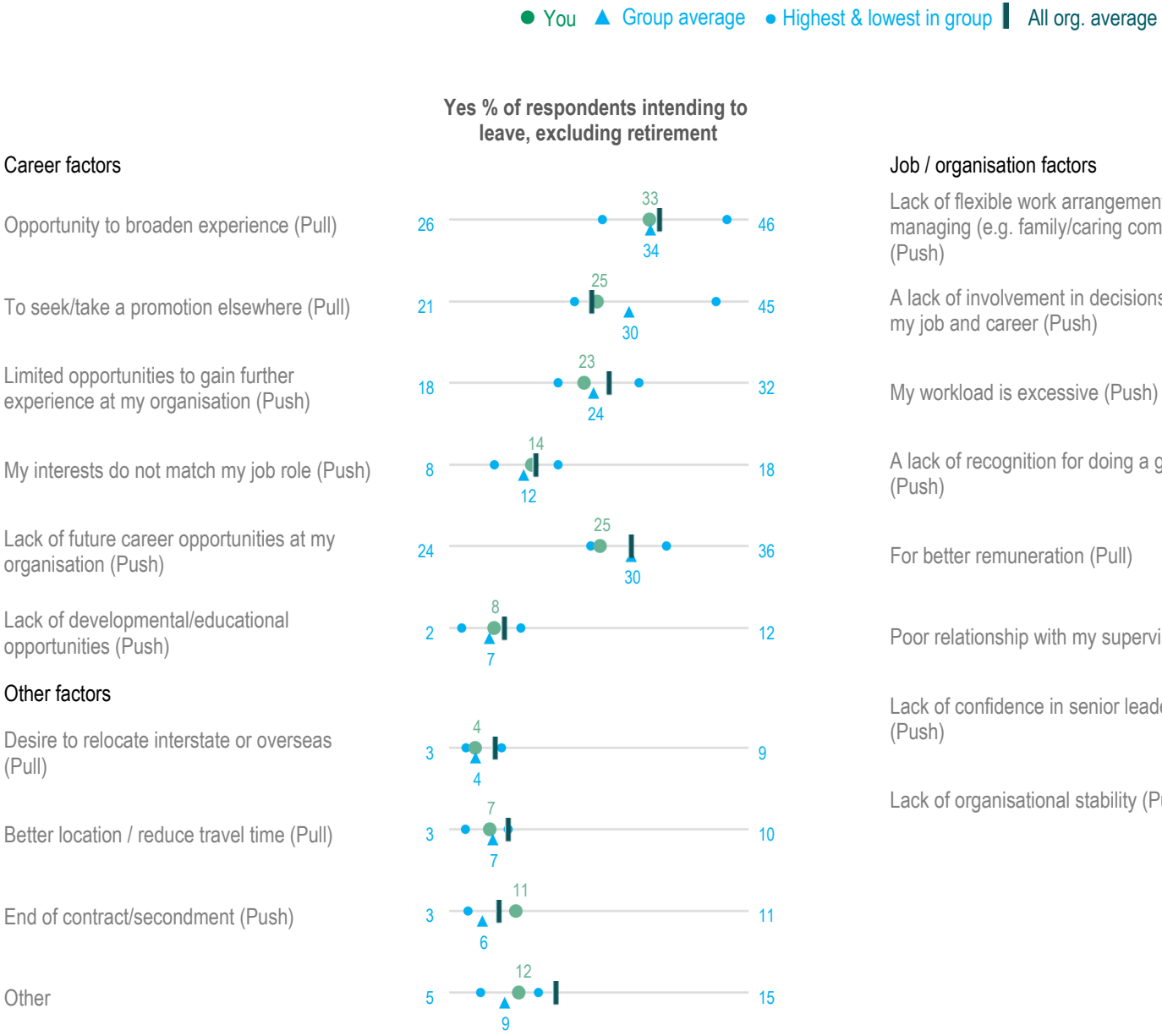


Breakdown of intentions



Intention to leave by demographic group



Factors influencing intention to leave

A respondent could pick up to three factors.